
OLR Bill Analysis

SB 835

AN ACT CONCERNING MILITARY LEAVE FROM EMPLOYMENT.

SUMMARY:

This bill aligns Connecticut law with the federal Uniformed Services Employment and Reemployment Rights Act (USERRA), which protects employees who serve or served in the military from workplace discrimination due to their service. Specifically, it extends the employment protections currently afforded to employees who are U.S. armed forces reservists or National Guard members to members of the state armed forces who take time from their employment to perform ordered military duty.

Protections include (1) being permitted a leave of absence when the member is ordered to military duty, including meetings and drills during regular working hours, and (2) protection from loss of vacation or holiday privileges, or prejudice in promotions, continuances, or reappointments of employment due to absences.

EFFECTIVE DATE: October 1, 2013

PROTECTED EMPLOYEES

The bill covers employees serving in (1) Connecticut's organized militia, National Guard, naval militia, or marine corps branch of the naval militia, or (2) any reserve component of the U.S. Army, Navy, Marine Corps, Coast Guard, or Air Force, including the Connecticut National Guard under U.S.C. Title 32 (homeland security).

COMMITTEE ACTION

Veterans' Affairs Committee

Joint Favorable Change of Reference

Yea 13 Nay 0 (03/07/2013)

Labor and Public Employees Committee

Joint Favorable

Yea 11 Nay 0 (03/14/2013)